OGC Has Reviewed

Approved For Release 2001/09/03 : CIA-RDP82-00357R000600130053502-2020

OGC 77-3814 15 June 1977

MEMORANDUM FOR: Deputy Director of Personnel

STATINTL

FROM

Office of General Counsel

SUBJECT

: The Detailing of Employees to Higher-Graded Positions Beyond 120 Days Without Prior Civil Service Commission Approval

1. Your recent inquiry concerning the claim for STATINTL backpay has raised several questions in my mind concerning the Agency's personnel structure. It is my understanding that Agency policy presently FOIAb5 mandates that the CIA follow both general and specific Civil Service Commission guidelines insofar as doing so is practicable and in keeping with the Agency's mission and functions.

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Regarding the detailing of employees, states that "assignments will normally be made to a position at the employee's grade." The only exceptions to this rule involve training or necessity, and would not appear to justify the widespread disregard of in the Agency.

2. While I can understand how it may be necessary to place a GS-10 employee in a GS-11 position for a short period of time (quite possibly beyond 120 days) when such action is necessary to this Agency's unique requirements and the urgency with which these requirements arise, the "slot" system appears to have completely pervaded the Agency personnel structure. It is generally accepted among all Agency personnel, not just DDO and DDS&T employees, that routine procedure requires them to have a slot or position usually one or two grades above their own grade level. In fact, I have also been given to understand that although DDO is the Directorate where the CIA exemption would be most applicable, DDO is the one Agency Directorate where grade and slot levels seem to match. Although this may be due in large part to current foreign policy trends which minimize CIA's operational mission, it could be forcefully argued that if DDO with its operational mission has no need for the slot system then certainly there is not a general Agency need for it, except in exceptional circumstances. I would therefore recommend that the Office of Personnel

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reevaluate our grade and slot system as it applies to Agency personnel needs, and determine if a change is in order. This is particularly relevant in view of the Agency's recent determination that statutory exemptions will not be utilized unless they are operationally necessary.

3. Any comments or suggestions you may have on this subject would be greatly appreciated.



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Deputy Director of Personnel 5E 58, Headquarters

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6 May 1977

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Mr. OGC 7D 01. Headquarters

Dick:

Attached is another claim from a man concerning back pay based on recent Comptroller General decisions. We recognize that your office issued a ruling in this case, but that preceded the final CG decision. As far as I am convinced, your ruling holds, but please remember that the newspapers have suggested that employees who believe they have such a claim should first exhaust their internal administrative remedies, and failing success there to insist that the case be referred to the Comptroller General.

I need not tell you that a reversal of your earlier ruling would have a massive impact on the Agency's personnel procedures. Notwithstanding that, some of these individuals will settle for no less than referral to the Comptroller General for a decision.

In your review of this and the earlier cases we have sent to you, you might consider informally touching base with the Comptroller General to determine if they would reaffirm their earlier decision if asked. I recognize that this could be risky. If you wish, let's discuss.

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Mr. OGC 7D 07, Headquarters

The attached material may be of use in connection with your review of our current cases.

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Deputy Director of Personnel

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